

Winslow Indian Health Care Center

Job Vacancy Announcement #WDH-18-112



POSITION TITLE: Clinical Psychologist

CLOSING DATE: Open until filled

Position Summary:

Under general supervision of the Chief Medical Officer the Clinical Psychologist provides specialty care for behavioral, mental, and emotional disorders of the brain and nervous system to eligible beneficiaries of the Indian Health Service, while serving as a Medical Staff member of the Winslow Indian Health Care Center. Provides patient services at main clinic site in Winslow, as well as at field clinics at Dilkon and Leupp; and provides consultative and on-call services at Little Colorado Medical Center in rotation with other Mental Health Staff. Uphold the principles of WIHCC's Vision, Mission, and Value Statements. Maintains confidentiality of all privileged information at all times.

This list of duties and responsibilities is illustrative only of the tasks performed by this position and is not all-inclusive.

Essential Duties & Responsibilities:

- Interviews, examines, diagnoses, and treats patients with psychological, mental, and emotional disorders.
- Conducts formal and informal assessments, conducts clinical interviews, and develops treatment plans for children, adolescents, and adults with complex mental and emotional problems.
- Orders and/or interprets neuropsychiatric diagnostic testing, laboratory and imaging studies as indicated, and consistent with WIHCC medical priorities specified by the Purchased Referred Care program.
- Provides crisis and emergency services in rotation with other Mental Health staff involving 24-hour on-call responsibilities for eligible patients presenting to WIHCC Urgent Care or the local hospital – Little Colorado Medical Center.
- Provides indicated evidence-based psychotherapies to improve mental health conditions for a wide variety of disorders affecting adults, adolescents, and children.
- Serves as consultant for WIHCC medical staff, as well as consultant to other federal IHS and Tribal 638 programs upon request.
- Refers patients for admission to appropriate psychiatric and/or medical inpatient settings when care cannot be adequately provided as out-patient at WIHCC.
- Coordinates and integrates information on all such referrals and assures provision of timely follow-up care as required.
- Makes appropriate entries of all care provided in patient medical records in accordance with Winslow Indian Health Care Center policies and procedures, as well as regulatory requirements, requirements of accreditation bodies and third party payers.
- Assures appropriate quality assurance and peer review processes in the program
- Provides liaison to NARBHA, RBHA, Community Bridges stabilization center, and other regional organizations providing services to patients with behavioral health issues.
- Adheres to all professional and ethical behavior standards of the healthcare industry.
- Adheres to evidence-based practice guidelines, professional standards, and Tribal, State, and Federal legal requirements.
- Adheres to WIHCCs Personnel Policies and Procedures, departmental policies, rules, and regulations.
- Dependable in attendance and job performance.
- Interacts in an honest, trustworthy and dependable manner with patients, employees and vendors.
- Maintains compliance with all Human Resources requirements.
- Maintains regular attendance and punctuality.
- Performs other duties as assigned by the supervisor consistent with the position and in compliance with WIHCC policies and procedures.
- Possesses cultural awareness and sensitivity.
- Upholds all principles of confidentiality and patient care to the fullest extent.
- Performs other duties as assigned.

Minimum Qualifications:

Doctor of Psychology degree (PsyD) from an APA approved program, successful completion of the Examination for Professional Practice in Psychology, and a current and unrestricted license from the Arizona Board of Psychologist Examiners. Knowledgeable of, and sensitivity to, cultural and language differences among people, and their influence on behavior and healthcare. Bilingual skills in English and Navajo language preferred. Must maintain a valid unrestricted and insurable driver's license. Must successfully pass a background investigation and maintain suitable requirements for a

Child Care position. This position is considered as a Child Care position, which requires a satisfactory background check investigation and is subject to the requirements of the Indian Child Protection and Family Violence Prevention Act, as amended (henceforth referred as the ICPFVP Act).

Knowledge, Skills, Ability:

- Knowledgeable of DSM-V classification of behavioral disorders, as well as knowledge of and aptitude in appropriate psychotherapeutic approaches to manage such disorders.
- Knowledge of quality management and improvement processes to comply with internal and external accreditation standards (AAAHC, CMS, etc).
- Knowledge of clinic practices and ability to act as a resource for clinic personnel.
- Knowledge of EHR, RPMS, iCare, and other WIHCC software programs in the performance of patient care and coordination, including Microsoft Office and Outlook applications;
- Knowledge of documentation standards and ability to accurately and completely document clinical data relating to the patient and/or family.
- Knowledge of, and sensitivity to, cultural and language differences.
- Knowledge of strong work ethics in the workplace.
- Knowledge of basic application of confidentiality.
- Knowledge of duties and responsibilities of the position.
- Knowledge of basic computer skills, e.g. Outlook, Word, Excel, PowerPoint.
- Excellent interpersonal skills in handling interactions with hospital staff, other agencies, groups, patients and families.
- Interpersonal skills in handling interactions with clinical staff, other agencies, groups, and patients and families.
- Ability to work as a team member and develop productive and cooperative working relationships with health care providers within the facility as well as healthcare providers in hospitals and nursing homes, private practitioners and law enforcement agencies throughout the community.
- Ability to be dependable in attendance and job performance.
- Ability to meet attendance and other reliability requirements of the job, including the need to work additional hours when needed to accomplish objectives.
- Ability to navigate and adapt to computer systems efficiently.
- Ability to work as a team member and develop productive and cooperative working relationships with health care providers within and external to WIHCC
- Ability to interact effectively with judicial and law enforcement agencies.
- Ability to maintain confidentiality.
- Ability to explain dental procedures and proper post-operative instruction in the Navajo or English language.
- Ability to meet attendance, overtime (if necessary), and other reliability requirements of the job.
- Ability to accept and learn from feedback.
- Ability to effectively communicate both in written and verbal.
- Ability to provide exemplary customer service at all times.
- Ability to interact positively with others and possess great interpersonal skills.
- Ability to multitask and perform well under pressure.
- Ability to have self-confidence.
- Ability to be a great team player.
- Ability to accept and learn from supervisor/peer critique.
- Ability to be flexible and adaptable to the changing needs of the organization.

Physical Demands:

While performing the duties of this job, the employee regularly is required to walk; sit; use hands to finger, handle, or feel; reach with hands and arms; and talk or hear. The employee frequently is required to stand; climb or balance; and stoop, kneel, crouch, or crawl. The employee frequently is required to taste or smell. The employee must occasionally lift and/or move up to 25 pounds.

Work Environment:

Work is performed in an office setting or outdoor work environment with a moderate noise level. Work environment may involve potentially dangerous situations, exposure to physical risks, such as blood borne pathogens and operating dangerous equipment or working with chemicals. Evening and/or weekend work may be required. Extended hours and irregular shifts may be required.

As required by P.L. 93-638, absolute preference will be given to qualified Navajo applicants. If there is no qualified Navajo applicant, preference will be given to qualified American Indian applicants.